

## Old Age, Disability, Death

First law: 1922.

Current law: 1990, as amended 1992 and 1994.

Type of program: Social insurance system.

**Exchange rate:** U.S.\$1.00 equals 10.90 Soms.

### Coverage

All employed persons, and members of cooperatives and state and collective farms. Special provisions for workers in aviation, and in performing arts.

Special *social pension* for disadvantaged aged, disabled, and survivors not eligible for employment-related social insurance benefits.

### Source of Funds

**Insured person:** 2.5% of earnings (0.5% of which is for unemployment insurance).

**Employer:** 33% of payroll (23% for state and collective farms).

**Government:** Subsidies as needed. Full cost of *constant attendance supplements* for disabled, and *social pensions*.

Above contributions also finance benefits for work-injury disability and survivor pensions, and for family allowances.

### Qualifying Conditions

**Old-age pension:** Age 60 and 25 years of covered employment (men) or age 55 and 20 years of covered employment (women); requirements reduced for hazardous or dangerous work, to mothers of 5 or more children or of disabled children.

**Disability pension:** Group I: total disability, requiring constant attendance. Group II: total disability, loss of 80% mobility. Group III: partial disability, limited ability to work, plus a minimum of 1 to 15 years of covered employment, depending on age of onset of disability.

**Survivor pension:** Insured had up to 15 years of covered employment, payable to surviving children whether or not dependents of the insured; and to nonworking dependents (including spouse, either parent, if disabled or not yet of pensionable age; grandparents, if no other support available).

*Social pension:* Citizens not eligible for old-age or disability pension who are not working or disabled and age 65 (60, women) or orphans under age 18 (23 if students), or disabled children under age 16.

*Covered employment* includes periods of study, maternity leave, caring for disabled, unemployment, and other approved leaves by special decrees.

### Old-Age Benefits

**Old-age pension:** 55% of average monthly wage (any 60 consecutive months in last 15 years) if 25 (men) or 20 (women) years of work, plus 1% of wage for each year in excess of 25 (or 20). Payable monthly. Maximum: 80% of average monthly wage; minimum: 100% of minimum wage (68 soms as of January 1, 1995). Maximum average earnings: 10 times the minimum wage. Partial pension (if insufficient, but at least 5 years of covered employment): Monthly benefit reduced in proportion to number of

years below required years of coverage. Minimum: 50% of minimum wage.

*Social pension:* 2/3 of minimum pension per month.

Adjustment: Periodic benefit adjustments according to cost of living changes.

### Permanent Disability Benefits

**Disability pension:** Total disability pension: Group I disability pension, same as old-age pension plus constant-attendance supplement. Group II disability pension, as old-age pension, plus supplement for single disabled requiring constant attendance.

Minimum: Same as minimum old-age pension.

Partial pension for total disability (if insufficient years of covered employment): Same as under old-age pension.

Constant attendance supplement: 50% of minimum pension (100% if blind) per month.

Partial (Group III) disability, 30% of wage; minimum, 50% of minimum old-age pension. Payable monthly.

*Social pension* for total disability (if disability began in childhood, no requirement of covered employment): 50% of minimum old-age pension per month (2/3 if constant attendance disability or disabled children under age 16).

Adjustment: Periodic benefit adjustments according to cost of living changes.

### Survivor Benefits

**Survivor pension:** Payable monthly at 30% of wage for each dependent under age 16 (23 if full-time student), or 50% of minimum wage per month, whichever is greater.

Full orphans: 30% of wages of both parents; minimum, 100% of minimum wage.

Adjustment: Periodic benefit adjustments according to cost of living changes.

### Administrative Organization

Republic Ministry of Labor and Social Protection, general coordination and oversight.

Provincial and county offices of labor and social protection, administration of program.

## Sickness and Maternity

First law: 1922.

Current law: 1955, as amended 1992 and 1993.

Type of program: Dual social insurance (cash benefits) and universal (medical care) system.

### Coverage

**Cash benefits:** Employed persons, students, and members of cooperatives.

**Medical care:** All residents.

### Source of Funds

**Insured person:** None.

**Employer:** Cash benefits: 6% of payroll.

**Government:** Cash benefits: none; medical care: whole cost.

## Qualifying Conditions

**Cash and medical benefits:** No minimum qualifying period.

## Sickness and Maternity Benefits

**Sickness benefit:** 60% of earnings, if less than 5 years' uninterrupted work; 80% if 5-8 years; 100%, if over 8 years (or if 3 or more dependent children, or a disabled veteran, or disabled as result of Chernobyl disaster). Benefits payable after a 5-day waiting period.

**Maternity benefit:** 100% of earnings payable for a total of 126 calendar days before and after confinement (may be extended to 140 days if complications during childbirth).

## Workers' Medical Benefits

**Medical benefits:** Medical services available directly to patients through government or enterprise-administered health providers. General and specialist care, hospitalization, laboratory services, dental care, maternity care, and transportation. Providers may charge fees for service.

## Dependents' Medical Benefits

**Medical benefits for dependents:** Same as for head of household.

## Administrative Organization

**Cash benefits:** Republic Social Fund, general oversight and administration of the program; employers, payments of cash benefits.

**Medical care:** Republic Ministry of Health and health departments of local governments, general supervision and coordination; provision of medical services through clinics, hospitals, maternity homes, and other facilities administered by the Health Ministry and local health departments.

## Work Injury

First law: 1922.

Current laws: 1955 (short-term benefits) and 1990 (pensions), as amended 1992 and 1994.

Type of program: Dual social insurance (short-term benefits and pensions) and universal (medical care) system.

## Coverage

Employed persons, students, and members of cooperatives. Medical care available to all residents.

## Source of Funds

**Insured person:** See pension contributions, above.

**Employer:** Disability and survivor benefits: see pensions contributions, above; Cash benefits for sickness: see sickness benefits contributions, above.

**Government:** Disability and survivor benefits: see pensions contributions, above; Cash benefits for sickness: none; whole cost of medical care.

## Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period.

## Temporary Disability Benefits

**Temporary disability benefit:** 100% of earnings.

Payable from first day of incapacity, until recovery or award of disability pension.

## Permanent Disability Benefits

**Permanent disability pension:** Same as general disability pensions above.

## Workers' Medical Benefits

**Medical benefits:** Same as under general medical care, plus full cost of appliances and medicines.

## Survivor Benefits

**Survivor pension:** Same as general survivor pensions above.

## Administrative Organization

**Temporary disability benefits:** Republic Social Fund, general supervision; enterprises and employers pay benefits to own employees.

**Pensions:** Same as under old-age, disability, and survivor pensions above.

**Medical care:** Same as under general medical care above.

## Unemployment

First law: 1921.

Current law: 1991 as amended 1994.

Type of program: Social insurance system.

## Coverage

Citizens aged 16-59 (men) or 16-54 (women).

## Source of Funds

**Employee:** 0.5% of wages.

**Employer:** 1.5% of payroll.

**Government:** Subsidies as needed from Republic and local governments.

## Qualifying Conditions

**Unemployment benefit:** Registered at employment office; ability and willingness to work. Benefits may be reduced, suspended or terminated if worker is discharged for: violating work discipline; leaving employment without good cause; violating conditions for job placement or vocational training; or filing fraudulent claims.

## Unemployment Benefits

**Unemployment benefit:** Benefits payable monthly not to exceed 26 calendar weeks. Minimum: 100% of minimum wage.

150% of minimum wage, if covered employment more than 1/2 of required for old-age pensions (i.e., 12.5 years for men, and 10 years for women); 100% of minimum wage, if students unemployed within 12 months of graduation; 100% of minimum wage, all other categories of unemployed.

Dependent supplement: 10% of unemployment benefit for each dependent.

**Administrative Organization**

Republic Employment Service and local employment centers,  
administration of program.

**Family Allowances**

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First law: 1944.

Current law: 1994.

Type of program: Social assistance (income-tested) system.

**Coverage**

Orphans, children of single-parent families, and of unwed mothers;  
and students of disabled or unemployed parents.

**Source of Funds**

**Insured person:** None.

**Employer:** None.

**Government:** Whole cost from general revenues.

**Qualifying Conditions**

**Family allowances:** Family per-capita income below 100% of  
minimum wage in preceding 3 months.

**Family Allowance Benefits**

**Family allowances:** 60% of minimum wage per month payable per  
family member, if family monthly per-capita income under 25% of  
minimum wage; 50% of minimum wage payable, if per-capita  
income 25%-50%; 40% of minimum wage payable, if per-capita  
income 50%-75%; 30% of minimum wage payable, if per-capita  
income 75%-100%.

Adjustment: Periodical benefit adjustments according to cost of  
living changes.

**Administrative Organization**

Republic Ministry of Labor and Social Protection and local offices,  
administration of program.

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